

Expedited Bill No. 12-05  
Concerning: Personnel – Salary  
Schedules  
Revised: June 23, 2005 Draft No. 3  
Introduced: May 26, 2005  
Enacted: June 28, 2005  
Executive: July 10, 2005  
Effective: July 10, 2005  
Sunset Date: None  
Ch. 9, Laws of Mont. Co. 2005

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

---

By: Council President at the Request of the County Executive

---

**AN EXPEDITED ACT** to:

- (1) modify the uniform salary plan for County employees to include salary schedules for sworn deputy sheriff managers and uniformed correctional managers;
- (2) establish factors on which the Chief Administrative Officer must base any recommended amendment to these salary schedules;
- (3) exclude certain occupational classes from a requirement that all occupational classes be paid certain comparable salaries; and
- (4) generally amend the law governing salary schedules for County employees.

By amending

Montgomery County Code  
Chapter 33, Personnel and Human Resources  
Section 33-11

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*

**Sec. 1. Section 33-11 is amended as follows:**

**33-11. Classification; salary and wage plans.**

\* \* \*

**(b) *Uniform salary plan.***

**(1) The uniform salary plan consists of:**

**(A) salary schedules for employees represented by certified employee organizations;**

**(B) a minimum wage/seasonal salary schedule;**

**(C) a salary schedule for sworn police managers;**

**(D) a salary schedule for uniformed fire/rescue managers;**

**(E) a salary schedule for sworn deputy sheriff managers;**

**(F) a salary schedule for uniformed correctional managers;**

**[(E)] (G) a salary schedule for employees in positions included in the Management Leadership Service; and**

**[(F)] (H) a general salary schedule for all other employees.**

**(2) The Chief Administrative Officer may recommend to the County Council amendments to the uniform salary plan.**

\* \* \*

**(8) The Chief Administrative Officer must base any recommendation to amend the police management salary schedule on:**

**(A) police management salary rates in neighboring jurisdictions;**

(B) [police] County collective bargaining agreements that  
establish the pay and benefits of police officers;

(C) other pay and benefits available to police management;

(D) availability of funds; and

(E) any other relevant factors.

(9) The Chief Administrative Officer must base any recommendation  
to amend the fire/rescue management salary schedule on:

(A) fire/rescue management salary rates in neighboring  
jurisdictions;

(B) [fire/rescue] County collective bargaining agreements that  
establish the pay and benefits of uniformed fire/rescue  
employees;

(C) other pay and benefits available to fire/rescue  
management;

(D) availability of funds; and

(E) any other relevant factors.

(10) The Chief Administrative Officer must base any recommendation  
to amend the sworn deputy sheriff management salary schedule  
on:

(A) salary rates of sworn deputy sheriff managers in  
neighboring jurisdictions;

(B) County collective bargaining agreements that establish the  
pay and benefits of deputy sheriffs;

(C) other pay and benefits available to sworn deputy sheriff managers;

(D) availability of funds; and

(E) any other relevant factors.

(11) The Chief Administrative Officer must base any recommendation to amend the uniformed correctional management salary schedule on:

(A) salary rates of uniformed correctional managers in neighboring jurisdictions;

(B) County collective bargaining agreements that establish the pay and benefits of correctional officers;

(C) other pay and benefits available to uniformed correctional managers;

(D) availability of funds; and

(E) any other relevant factors.

[(10)] (12) The Chief Administrative Officer must ensure that all occupational classes[[, except those on the minimum wage/seasonal salary schedule, police management salary schedule, fire/rescue management salary schedule, sworn deputy sheriff management salary schedule, uniformed correctional management salary schedule, deputy sheriffs salary schedule, police bargaining unit salary schedule, fire/rescue bargaining unit salary schedule, and Management Leadership Service salary schedule, [involving]]] that require comparable experience and

70 have comparable duties, [experience,] responsibilities, and  
 71 authority are paid comparable salaries that reflect the relative  
 72 value of the services performed, except occupational classes on  
 73 the salary schedules for:

74 (A) sworn police managers;

75 (B) uniformed fire/rescue managers;

76 (C) sworn deputy sheriff managers;

77 (D) uniformed correctional managers;

78 (E) deputy sheriffs in the Office, Professional, and Technical  
 79 bargaining unit;

80 (F) the police bargaining unit;

81 (G) the fire/rescue bargaining unit;

82 (H) Management Leadership Service; and

83 (I) minimum wage/seasonal employees.

84 [(11)] (13) The Chief Administrative Officer may recommend  
 85 compensation policies for overtime, pay differentials, and other  
 86 salary and wage benefits to the County Council. The County  
 87 Council must approve any such policy or benefit.

88 [(12)] (14) Any plan, policy, or schedule approved by the County  
 89 Council under this subsection is subject to the provisions of this  
 90 Chapter regarding employees who are represented by a certified  
 91 employee organization.

92 \* \* \*

93

94       **Sec. 2. Expedited Effective Date.**

95       The Council declares that this legislation is necessary for the immediate  
 96       protection of the public interest. This Act takes effect on the date on which it  
 97       becomes law.

98       *Approved:*

99	/s/	6/30/05
----	-----	---------

---

 Thomas E. Perez, President, County Council

Date

100       *Approved:*

101	/s/	7/10/05
-----	-----	---------

---

 Douglas M. Duncan, County Executive

Date

102       *This is a correct copy of Council action.*

103	/s/	7/11/05
-----	-----	---------

---

 Linda M. Lauer, Clerk of the Council

Date